



## CIHT Equality, Diversity and Inclusion Charter Statement

As a signatory to this Charter, we believe that a commitment to Equality, Diversity and Inclusion (EDI) is essential to reflect the communities we serve. It makes business sense because it helps us to attract and retain the best talent, it enables us to understand and meet clients' needs more effectively and so provide a better-quality service.

Accordingly, we will:

- Strive to achieve best practice in our recruitment, retention and career progression practices as employers.
- Foster an environment free from harassment, unfairness and unlawful discrimination.
- Support the development of good equality, diversity and inclusion practice by collecting and sharing data and examples of practical activities on an annual basis to contribute to progress in the sector.
- Assign responsibility for meeting our Charter Commitments to a named, senior level individual.
- Work to develop and adopt future protocols and practice that support the implementation of the aims of this Charter.
- Recognise, respect, promote and celebrate contributions from different people to strengthen team performance.
- Display the CIHT EDI Charter logo to publicly demonstrate our commitment to this agenda.

**Name:** .....

**Position:** .....

**Organisation:** .....

**Signature:** .....

**Date:** .....

